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14-11

AGREEMENT
FLORHAM PARK EDUCATION ASSOCIATION
AND
BOARD OF EDUCATION OF FLORHAM PARK
MORRIS COUNTY, NEW JERSEY
FOR SCHOOL YEARS 1973-1974 AND 1974-1975

RATIFIED

For the Florham Park Education Association

With Amended, per Lee Mann

1 ARTICLE I - Recognition.

2 The Florham Park School Board hereby recognizes the
3 Florham Park Education Association as the exclusive and
4 sole representative for collective bargaining concerning
5 the terms and conditions of professional service for only
6 and all certified personnel under contract or on leave,
7 but excluding school aides, library aides, teacher aides,
8 and school administrators such as principal, the director
9 of curriculum, vice principals, assistant superintendent
10 and superintendent, as well as secretaries, custodians,
11 lunch room workers, and bus drivers.

12 ARTICLE II - Grievance Procedure

13 Definition of Terms.

14 A grievance shall mean a complaint by an employee (1)
15 that there has been as to him a violation, misinterpreta-
16 tion or inequitable application of any of the provisions
17 of this agreement, or (2) that he has been treated unfairly
18 or inequitably by reason of any act or condition which is
19 contrary to established board policy or administrative
20 practice governing or affecting employees. However, the
21 term "grievance" shall not apply to any matter which (a)
22 a precise method of review is prescribed by law or State
23 Board Rule having the force and effect of law, or (b) the
24 Board of Education is without authority to act. A non-
25 tenure teacher presenting a complaint which arises from

1 not being reemployed has the right to use only levels 1,
2 2, and 3. (As used in this definition an "Employee"
3 shall mean also a group of employees having the same
4 grievance.)

5 Procedure.

6 The importance of having grievances processed as
7 quickly as possible suggests that the number of days
8 indicated at each level should be considered as a maximum
9 and every effort made to expedite the process. The time
10 limits may, however, be extended by mutual agreement. A
11 grievance must be filed within 60 days of event and
12 within the same school year.

13 If a grievance is filed too late in the school year
14 to provide time to process it through all the steps in the
15 grievance procedure before the term ends, the time limits
16 set forth in the various steps shall be reduced so that
17 the grievance procedure may be exhausted prior to the end
18 of the school term or as soon thereafter as is practicable.
19 A copy of all correspondence must be sent to F.P.E.A. and
20 the Florham Park Board of Education.

21 Level One.

22 An employee with a grievance shall discuss it first
23 with his immediate superior, with the objective of resolv-
24 ing the matter informally. If an impasse occurs, written
25 grievance shall be presented to the immediate superior of

1 the employee, and said employee shall be entitled to a
2 reply in kind within five calendar days of said written
3 complaint.

4 Level Two.

5 If the aggrieved person is not satisfied with the
6 disposition of this grievance at Level One, he must then
7 appeal in writing to the Superintendent of Schools within
8 five calendar days after the decision at Level One, or ten
9 calendar days after the grievance was presented, which-
10 ever is sooner. The Superintendent shall reply in writing
11 within ten calendar days from receipt of said appeal.

12 Level Three.

13 If the aggrieved person is not satisfied with the
14 disposition of his grievance at Level Two, said person
15 will inform the Superintendent that he wishes a non-
16 public hearing with the Board of Education within ten
17 calendar days from receipt of the reply to his grievance
18 from the Superintendent. The Board of Education shall
19 receive an employee only after the employee has exhausted
20 established methods of seeking redress of grievances in
21 Levels One and Two. A decision shall be reached within
22 ten calendar days of said appeal to the Board.

23 Level Four.

24 If an employee still has a grievance at this state
25 of proceeding the employee must request the Professional

1 Rights and Responsibilities Committee of F.P.E.A. to
2 determine if the grievance has merit. If the P.R.&R.
3 Committee finds it has merit, the committee will notify
4 the Board in writing within five calendar days. If the
5 committee finds the case is without merit it will notify
6 both the Board of Education and the aggrieved person who
7 may still continue the case at his own expense.

8 Level Five.

9 If the Board of Education and employee or their
10 representatives are unable to reach an harmonious
11 agreement, the matter will be submitted to an arbitrator
12 mutually chosen by the Board of Education and the Flor-
13 ham Park Education Association. If mutual agreement on
14 the choice of said arbitrator cannot be reached within
15 five calendar days an appeal will be made to the American
16 Arbitration Association to appoint said arbitrator pursuant
17 to their rules. The decision of the arbitrator shall be
18 submitted to the Board and the Association and shall be
19 final and binding on the parties.

20 The costs for the services of the arbitrator, in-
21 cluding per diem expenses and the cost of the hearing
22 room shall be borne equally by the Florham Park School
23 Board and the Florham Park Education Association. Any
24 other expenses incurred shall be paid by the party in-
25 curring same.

1 Rights of Employees to Representation.

2 The aggrieved employee may be represented at all
3 stages of the grievance procedure by himself, or at his
4 option, by a representative or representatives selected
5 by himself, or by a representative or representatives
6 chosen by the F.P.E.A. When an employee is not represented
7 by the Florham Park Education Association, the Association
8 shall have the right to be present and state its views.

9 ARTICLE III - Salaries.

10 The following salary schedules for 1973-1974 and
11 1974-1975, commonly called "salary guide" has been agreed
12 upon between the Board and the F.P.E.A. See Attachment
13 A₁, A₂, and B. Each shall not, however, become binding
14 until approval of the 1973-1974 budget (for A₁ and B)
15 and the 1974-1975 budget (for A₂ and B) by the voters at
16 the subsequent school elections. In the event of budget
17 defeat and if a change in salary guide is contemplated by
18 the Board, negotiations on salaries will be resumed.

19 ARTICLE IV - Teacher Work Year.

20 The teacher calendar shall be as set forth in
21 Schedule C. Changes in the Teachers' Calendar shall be
22 made only after agreement between the F.P.E.A. Negotiating
23 Committee and the Board.

24 ARTICLE V - Teaching Hours and Teaching Load.

25 A. Teacher Day

1 The workday for the teachers shall be in accordance
2 with the existing Administrative Guide. Any significant
3 changes in the Administrative Guide which alters the work-
4 day definition is subject to negotiation between the
5 F.P.E.A. Negotiating Committee and the Board if desired
6 by the F.P.E.A. provided, that agreement cannot be reached
7 between the Administration and the F.P.E.A.

8 B. Non-teaching Periods

9 Each teacher is entitled to a duty-free lunch
10 period of duration equal to the students' standard lunch
11 period, and is permitted to absent himself from the build-
12 ing during that period. He is entitled to an average of
13 one duty-free preparation period per full school day.

14 *Duty-free preparation period in the primary schools
15 shall be defined as the free time currently available to
16 the teacher when the children are in special area programs,
17 i.e. music, art, physical education, library science.

18 ARTICLE VI - Employee Absence Policy.

19 1. This policy shall supersede all previous policies
20 adopted by the Board of Education.

21 2. An employee shall be entitled to absence, without
22 deduction of salary, for personal illness according to the
23 following schedule, provided the employee shall notify the
24 appropriately designated person at least 30 minutes prior
25 to his normal time to report at school:

(7)

- 1 A. Employees shall accrue at the rate of two days
2 per month of employment, two cumulative days
3 sick leave per year for each day in the contracted
4 work week of that employee.
- 5 B. Teachers shall be given a written accounting of
6 accumulated sick leave days no later than September
7 thirtieth of each year.
- 8 C. The Board of Education may, at any time, require
9 a physician's certificate as proof of illness when
10 sick leave is claimed.
- 11 3. Death in the immediate family. No salary deduc-
12 tion shall be made for absence from school duties result-
13 ing from death of father, mother, spouse, child, brother,
14 sister, or any member of the immediate household, providing
15 that such absence is limited to a maximum of five school cal-
16 endar days. Any days taken after five days from the time
17 of death must be approved by the Superintendent and must
18 be related to duties of Executor of the estate.
- 19 4. Death of other relative. An allowance of one
20 day's leave shall be granted.
- 21 Paragraphs 3 and 4 above shall be valid only if the
22 employee notifies the appropriately designated person at
23 least sixty (60) minutes prior to the normal time the
24 employee is to be expected at school.
- 25 5. Other emergencies of personal nature-An allowance

1 of one day upon written request to the Superintendent of
2 Schools and with his approval shall be granted for the
3 following reasons:

- 4 a. Court subpoena
- 5 b. Marriage of employee
- 6 c. Personal business which cannot be handled out-
7 side of school hours
- 8 d. Any other emergency or urgent reason not in-
9 cluded in (a) to (c) above, if approved by the
10 Superintendent of Schools.

11 6. One day's absence allowance will be granted for
12 any employee who is being granted a degree to attend his
13 graduation.

14 7. Requests for additional days of personal nature
15 may be granted upon the discretion of the Superintendent
16 of Schools.

17 8. Deductions for unauthorized absences shall be
18 figured at 1/200th of the annual salary.

19 9. Maternity Leave for Tenured Teachers.

20 A. Natural Birth

21 The Board shall grant maternity leave without
22 pay to any female teacher under tenure for a period not
23 to exceed two years upon request subject to the following
24 stipulations and limitations:

- 25 1. Maternity leave shall commence and terminate

1 on the dates requested by the teacher as specified to the
2 Superintendent in writing at least sixty (60) days prior
3 to the date on which her leave is to begin.

4 In the event the teacher's physician certifies
5 to the Board that termination of employment in less than
6 sixty (60) days is necessary to protect the health of the
7 mother and/or child, the Board will permit such earlier
8 commencement of leave as is required by the circumstances.
9 In addition to the sixty (60) days' notice, the teacher
10 shall advise the Superintendent during the first three
11 (3) months of her pregnancy of the fact of her pregnancy
12 and of her prospective plans for taking maternity leave.
13 The teacher shall provide the Superintendent with her best
14 estimate of when her maternity leave will commence and
15 terminate. Said preliminary advice shall not be binding
16 upon the teacher and shall not be deemed to be in lieu of
17 the formal notice required above.

18 2. The Board may require a teacher during her
19 pregnancy to produce a certificate from her physician
20 stating that she may continue working effectively at the
21 duty to which a teacher has been assigned. The Board
22 shall not require the teacher to produce such a certi-
23 ficate (updated) more than once every thirty (30) calendar
24 days.

25 3. Physical Incapacity

1 The Board may require a pregnant teacher to commence
2 her maternity leave prior to the time period stipulated
3 above if her physical condition or capacity is such that
4 her health would be impaired if she were to continue
5 teaching or if her teaching performance has substantially
6 declined from the time immediately prior to her pregnancy
7 and which physical incapacity shall be deemed to exist only
8 if:

9 (a) the pregnant teacher fails to produce a certificate
10 from her physician stating that she is medically
11 able to continue teaching, or

12 (b) the Board of Education's physician and the
13 teacher's physician agree that she cannot
14 continue teaching, or

15 (c) following any difference of medical opinion
16 between the Board's physician and the
17 teacher's physician, the Board requests
18 expert consultation in which case the Board's
19 physician and the teacher's physician shall
20 mutually agree upon an impartial third
21 physician who shall examine the teacher and
22 whose medical opinion shall be conclusive
23 and binding on the issue of medical capacity
24 to continue teaching. The expense of any
25 examination by an impartial third physician

1 pursuant to this Article shall be shared
2 equally by the teacher and the Board.

3 4. No teacher shall be prevented from returning
4 to work on the ground that there has not been a time lapse
5 between childbirth and the desired return. The Board may
6 require a teacher after birth of her child to produce a
7 certificate from her physician showing that she is physically
8 capable of resuming her duties. If the Board's physician
9 is in disagreement, that conflict of medical opinion,
10 shall be resolved in the same manner as set forth in
11 paragraph 3 of this Section.

12 5. Any maternity leave requested to terminate
13 on a date other than September 1 may be extended within
14 the two-year limitation provided that such extension is
15 requested in writing at least ninety (90) days prior to
16 the originally requested date.

17 6. Any teacher granted maternity leave without
18 pay according to the provisions of Section 9 may at her
19 discretion elect to substitute all or any part of her
20 accumulated sick leave in lieu thereof which sick leave
21 if elected, shall begin on the first day of the leave of absence
22 for maternity leave and continue until it is exhausted.

23 B. Adoption

24 Any teacher adopting a child shall receive similar
25 leave which shall commence upon her receiving de facto
26 custody of said child or earlier if necessary to fulfill

1 the requirement for the adoption, provided, however, the
2 teacher adheres to the notice requirements of Paragraph 9
3 A 1 above where applicable.

4 C. Substitute Work

5 Following childbirth or adoption no teacher on
6 maternity leave shall, on the basis of said leave, be
7 denied the opportunity to substitute in the Florham Park
8 School District in the area of her certification or
9 competency.

10 10. Maternity Leave for Non-Tenured Teachers

11 A non-tenured teacher who is pregnant shall be per-
12 mitted to continue work until such time as the School
13 Physician shall certify to the Board that in his opinion
14 said teacher's pregnancy interferes with her proper and
15 effective performance of the duties to which she has been
16 assigned. A non-tenured teacher who complies with the
17 requirements of Article VI, Paragraph 9 A, concerning maternity
18 leave for tenured teachers shall be granted maternity leave at
19 the discretion of the Board provided, however, that the
20 Board shall not be required to continue the leave of ab-
21 sence of any non-tenured teacher beyond the school year
22 (current) for which she was originally hired or to offer
23 tenure or a new contract to a non-tenured teacher who
24 would have not otherwise obtained it. No period of time
25 while on maternity leave shall be credited to such non-

1 tenured teacher with respect to acquiring status as a
2 tenured teacher.

3 None of the terms of this Article VI, Sections 9 and
4 10 shall affect the Superintendent's responsibility and
5 authority to determine the ability of an employee to
6 properly and effectively perform the duties to which she
7 is contracted.

8 11. A leave of absence without pay of up to one year
9 may be granted for the purpose of caring for a sick member
10 of the employee's immediate family.

11 12. Other leaves of absence without pay may be
12 granted by the Board for good reason.

13 13. Upon return from leave granted pursuant to
14 these articles an employee shall be placed on the salary
15 step at the level he would have attained at the time of
16 taking leave.

17 All benefits to which an employee was entitled at
18 the time his leave of absence commenced, including unused
19 accumulated sick leave and credits toward sabbatical
20 eligibility, shall be restored to him upon his return,
21 and shall be assigned to the same position which he held
22 at the time said leave commenced if available, or if not,
23 to substantially equivalent position.

24 14. All extensions or renewals of leaves shall be
25 applied for in writing by March 1 of the school year

1 during which the leave expires. Approvals or rejections
2 of such requests shall be sent in writing to the employee
3 by April 15 of that year.

4 ARTICLE VII - Sabbatical Leave.

5 A sabbatical leave may be granted by the Board of
6 Education to an employee who has completed seven or more
7 years of continuous service in the Florham Park Schools,
8 upon recommendation of the Superintendent, for study, or
9 for other reasons of value to the school system subject
10 to the following conditions:

11 1. Request for sabbatical leave must be received by
12 the Superintendent, in writing in such form as may be
13 mutually agreed upon by the Florham Park Board of Education
14 and the Superintendent no later than December first pre-
15 vious to the year for which absence is requested. Action
16 must be taken on all such requests no later than March
17 first of the school year preceding the school year in
18 which the sabbatical is requested.

19 2. Not more than two employees of the system shall
20 be granted a sabbatical leave for the same year.

21 3. The salary granted for one year's sabbatical
22 leave shall be one-half of the salary the employee would
23 be entitled to if not on leave. Such salary shall be
24 deducted monthly at the regular deductions for the employee's
25 pension fund and other deductions authorized by the

1 employee. Tenure rights shall be without prejudice.

2 Salary payments shall be made in accordance with the
3 schedule for payment of salaries in the school system.

4 4. Upon return from sabbatical leave, an employee
5 shall be placed on the salary schedule at the level which
6 he would have achieved had he remained actively employed
7 in the system during the period of his absence. The
8 employee shall retain all previously accrued benefits.

9 5. As a condition to the granting of a sabbatical
10 leave, the employee shall have agreed to continue in the
11 service of the Florham Park Schools for a period of at
12 least two years after the expiration of the leave of absence.
13 Failing to so continue in service, the employee shall re-
14 pay on demand to the Board of Education the full salary
15 received while on leave, unless such employee is incapacitated,
16 has been discharged or has been released for good
17 and sufficient reasons by the Board of Education from this
18 obligation.

19 6. Applicants for a sabbatical shall agree to abide
20 by all written conditions of policy set by the Board of
21 Education to govern such leaves of absence.

22 7. Employees on such leaves may not associate for
23 compensation with any person, persons, or organization
24 during the leave, except when the Board of Education
25 approves such association as beneficial to this school

1 system and upon condition as prescribed by them.

2 ARTICLE VIII - Teacher-Administrator Relations.

3 Both the F.P.E.A. and the Board recognize the
4 importance of effective communications and working
5 relations between the professional teaching staff and
6 the District administrators. Most operating problems
7 must be resolved on that level rather than brought to the
8 negotiating table. The purpose of this article is to
9 provide agreement that standing committees shall be
10 established to ensure prompt, efficient disposition of
11 any problems relating to working conditions and operating
12 facilities; curriculum matters are to be resolved through
13 the established Curriculum Committee and the Director of
14 Curriculum.

15 Of the committees referred to above, there shall be
16 one committee called the District Council Committee, and
17 one for each building in the district called the Building
18 Council Committee.

19 Organization of the District Council Committee shall
20 be in accordance with Board policy statement of May 11,
21 1971, entitled "District Council Committee".

22 Organization of the Building Council Committees. The
23 building principal and the F.P.E.A. Vice President shall
24 be permanent members of the Building Council Committee and
25 will determine the membership and operating method of the

1 Committee at their respective schools.

2 Areas for Building Council Committee consideration:

3 a. Matters of direct concern to the specific
4 school as represented by that school's
5 Committee.

6 b. Matters not resolved at the Building
7 Council Committee level shall be referred
8 to the District Council Committee.

9 ARTICLE IX - Professional Ethics Committee.

10 In the event any member(s) of the F.P.E.A. engages
11 in a job action which is alleged to be in violation of
12 law or in conflict with the constitution or bylaws of the
13 F.P.E.A./N.E.A.; said person's action shall be reviewed by
14 the professional ethics committee of the F.P.E.A. The
15 F.P.E.A. will then make a judgment as to the justification
16 of the person's job action. If it is the judgment of the
17 committee that this action is inconsistent with the law
18 or the F.P.E.A./N.E.A. constitution or bylaws, then a
19 written recommendation to the violator to refrain from
20 such action shall be given. A copy of all relevant
21 correspondence shall be placed in the violator's
22 personnel file.

23 ARTICLE X - Rights of the Board of Education.

24 Except for those situations specifically prescribed
25 within this agreement, the Florham Park Board of Education

1 reserves all rights of decision on matters concerning the
2 management, administration and policy determination with-
3 in the Florham Park School District.

4 This is necessary in recognition that increased
5 salaries and costs, lower pupil ratios, better facilities,
6 additional released time and more classrooms do not
7 necessarily improve levels of education, efficiency or
8 productivity of the learning processes. Every reasonable
9 effort shall be put forth by all parties in the District
10 to improve efficiency, and productivity of educational
11 and learning processes.

12 The Board shall continue to review, study and
13 effectuate improved learning methods, plans, programs,
14 projects, curriculum and other innovative means to improve
15 the education of the students of this District. The
16 Board shall continue to participate with other govern-
17 mental units and agencies in such innovative means as
18 it deems necessary to accomplish improved qualities of
19 education.

20 Representatives of the faculty shall participate
21 in any aspect of an experimental or other project or
22 program. Such participation shall include but not be
23 limited to all phases of proposals, inquiry, study,
24 research, deliberations, recommendations, implementation,
25 evaluation, adoption, decision to continue such programs,

1 planning and effectuation of changes in learning methods
2 and curriculum, or any other innovation which affects the
3 teachers and children of this district. Any aspect of an
4 experimental program or project, curriculum change, change
5 in learning methods, or other innovations which affect
6 the terms and conditions of employment as set forth in
7 this agreement shall be subject to the grievance
8 procedure.

9 ARTICLE XI - Miscellaneous.

10 A. Both the Florham Park Education Association and
11 the Florham Park Board of Education agree that the
12 students of Florham Park are entitled to the best educa-
13 tion possible, and both agree to continue to strive
14 toward the realization of that goal. This may include
15 meeting with individual students during, pre-school, after
16 school or at times mutually agreeable with the teacher
17 and the student to clarify homework assignments and dis-
18 cuss various areas of concern.

19 B. If any provision of this agreement or any appli-
20 cation of this agreement to any employee or group of
21 employees is held to be contrary to any law or regula-
22 tion having the effect of law by the final decision of
23 any Court, Body, or Agency of competent jurisdiction,
24 then such provision or application of such provision
25 shall be deemed not valid and not subsisting except to

1 the extent permitted by law, but all other provisions
2 shall remain in full force and effect. In the event that
3 during the first year of this agreement any provision of
4 this agreement or any application of such provision
5 is deemed not valid and not subsisting under this
6 paragraph, then the parties shall commence negotiations
7 on such provision or application, the results of which
8 shall be effective during the second year of this
9 agreement.

10 It is the intent of the parties that all of the
11 provisions of this agreement shall be construed to be in
12 accord with existing constitutional, statutory, decisional,
13 and regulatory law.

14 ARTICLE XII - Duration of Contract.

15 This agreement shall have a duration of two years and
16 when agreed upon by both parties shall be for the sub-
17 sequent school periods of July 1, 1973 to June 30, 1975.

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FLORHAM PARK SCHOOL DISTRICT

SCHEDULE A₁

SALARY GUIDE

School Year 1973 - 1974

<u>Step</u>	<u>Non-Degree</u>	<u>B.A.</u>	<u>B.A. + 15*</u>	<u>M.A.</u>	<u>M.A. + 30</u>
1	\$ 7,300	\$ 8,600	\$ 9,000	\$ 9,600	\$ 10,300
2	7,610	8,930	9,330	9,930	10,630
3	7,930	9,275	9,675	10,275	10,975
4	8,265	9,635	10,035 10,055	10,635	11,335
5	8,615	10,005	10,405	11,005	11,705
6	8,980	10,390	10,790	11,390	12,090
7	9,360	10,790	11,190	11,790	12,490
8	9,755	11,205	11,605	12,205	12,905
9	10,170	11,640	12,040	12,640	13,340
10	10,600	12,090	12,490	13,090	13,790
11	11,050	12,555	12,955	13,555	14,255
12	11,520	13,035	13,435	14,035	14,735
13	12,000	13,535	13,935	14,535	15,235
14		14,055	14,455	15,055	15,755
15		14,600	15,000	15,600	16,300

*Automatic credit will be given for courses required in approved matriculated programs. Other courses must receive specific approval by the Superintendent in order to be applicable to the BA +15 guide.

FLORHAM PARK SCHOOL DISTRICT

SCHEDULE A₁

SALARY GUIDE

School Year 1973 - 1974

<u>Step</u>	<u>Non-Degree</u>	<u>B.A.</u>	<u>B.A. + 15*</u>	<u>M.A.</u>	<u>M.A. + 30</u>
1	\$ 7,300	\$ 8,600	\$ 9,000	\$ 9,600	\$ 10,300
2	7,610	8,930	9,330	9,930	10,630
3	7,930	9,275	9,675	10,275	10,975
4	8,265	9,635	10,035 10,055	10,635	11,335
5	8,615	10,005	10,405	11,005	11,705
6	8,980	10,390	10,790	11,390	12,090
7	9,360	10,790	11,190	11,790	12,490
8	9,755	11,205	11,605	12,205	12,905
9	10,170	11,640	12,040	12,640	13,340
10	10,600	12,090	12,490	13,090	13,790
11	11,050	12,555	12,955	13,555	14,255
12	11,520	13,035	13,435	14,035	14,735
13	12,000	13,535	13,935	14,535	15,235
14		14,055	14,455	15,055	15,755
15		14,600	15,000	15,600	16,300

*Automatic credit will be given for courses required in approved matriculated programs. Other courses must receive specific approval by the Superintendent in order to be applicable to the BA +15 guide.

FLORHAM PARK SCHOOL DISTRICT

SCHEDULE A₂

SALARY GUIDE

School Year 1974 - 1975

<u>Step</u>	<u>Non-degree</u>	<u>B.A.</u>	<u>B.A. + 15*</u>	<u>M.A.</u>	<u>M.A. + 30</u>
1	\$ 7,645	\$ 9,000	\$ 9,420	\$ 10,050	\$ 10,780
2	7,970	9,355	9,775	10,405	11,135
3	8,305	9,715	10,135	10,765	11,495
4	8,660	10,095	10,515	11,145	11,875
5	9,025	10,480	10,900	11,530	12,260
6	9,405	10,885	11,305	11,935	12,665
7	9,805	11,300	11,720	12,350	13,080
8	10,220	11,735	12,155	12,785	13,515
9	10,650	12,195	12,615	13,245	13,975
10	11,100	12,665	13,085	13,715	14,445
11	11,575	13,150	13,570	14,200	14,930
12	12,065	13,655	14,075	14,705	15,435
13	12,570	14,180	14,600	15,230	15,960
14		14,720	15,140	15,770	16,500
15		15,300	15,720	16,350	17,080

*Automatic credit will be given for courses required in approved matriculated programs. Other courses must receive specific approval by the Superintendent in order to be applicable to the BA +15 guide.

SCHEDULES A₁ AND A₂ CONTINUED

1. Credit for military service up to a maximum of 4 years will be given.
2. Retroactive salary adjustment will be made when a teacher qualifies for a higher salary through change in certification, degree or 30 credits beyond the Master Degree, if such qualifications are completed on or before February 1 of the current school year and certified by the Superintendent.
3. Granting of increment steps will be in accordance with the New Jersey Statutes Title 18A-Education, Chapter 29, Paragraphs 13 and 14 (9/9/68).
4. Reimbursement of tuition for courses - approved by the Superintendent in advance of taking courses - will be made in full up to \$150 and 75% of costs in excess of \$150. Reimbursement for courses shall be limited to two courses per semester, based on a three-semester year. Reimbursement for additional courses may be approved at the discretion of the Superintendent. The reimbursement shall be made promptly after written proof of successful completion of the course has been submitted to the office of the Superintendent. Approval for required courses in a matriculated program for a higher degree shall be automatic. Approval for summer courses will be made only to those under contract for the subsequent school term.
5. Blue Cross-Blue Shield, Rider J and Major Medical with full family coverage will be made available for all employees. The coverage will be paid in full for full-time employees and partially for part-time employees in proportion to the fraction of the week they are in the employ of the district. At any time, the Board may open negotiations to re-establish the insurance carrier if it feels that such negotiations are in the best interests of the district. The teachers' decision on the Board counterproposal will be final.
6. Longevity compensation shall be granted as follows:
 - a. \$150.00 at the completion of 10 years continuous full time service in this district;
 - b. \$500.00 at the completion of 15 years continuous full time service in this district;
 - c. \$950.00 at the completion of 20 years continuous full time service in this district.
7. Employees of the District who have attained a Masters Degree on or before September 1, 1974, shall be eligible to advance to the MA +30 salary guide in accordance with past practice of advancement to such guide. Those employees who do not attain a Masters Degree on or before September 1, 1974, may be eligible for advancement to such guide provided the courses taken by the

employee are applicable (as determined by the Superintendent of Schools) and approval for advancement is granted by the Superintendent. For those employees who have not received their Masters Degrees on or before September 1, 1974, there shall be no automatic credit for matriculated courses beyond the Masters Degree.

SCHEDULE B
SUPPLEMENTAL CONTRACTS FOR PHYSICAL EDUCATION ACTIVITIES

At Ridgedale School, employees coaching the following sports shall receive \$400 per sport in school year 1973-1974 and \$450 per sport in school year 1974-1975:

Soccer, Basketball, Baseball, Intramural and Cross Country

The salary for elementary intramural shall be \$900 for 1973-1974 and \$1,000 for 1974-1975.

The salary for the coaching of the Intramural Sports at Ridgedale School is agreed to under the assumption that the scope of the Intramural Program is similar to that which has been conducted over the past two years. Any significant change in the program will require a renegotiation of the Intramural portion of the salary structure.

LETTER OF INTENT

The Board of Education of Florham Park and the Florham Park Education Association agree to meet as soon as practicable for the purpose of formulating a uniform procedure for the withholding of salary increments of employees covered by the agreement between them.

Dated: _____, 1973

Florham Park Board
of Education

Florham Park Education
Association

FLORHAM PARK EDUCATION ASSOCIATION
RIDGEDALE SCHOOL
FLORHAM PARK, NEW JERSEY 07932

September 20, 1973

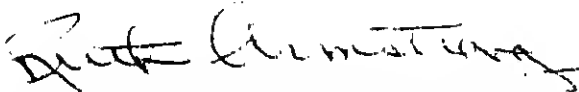
Mr. John O'Hara
Florham Park Board of Education
5 Lloyd Avenue
Florham Park, New Jersey 07932

Dear Mr. O'Hara:

The Florham Park Education Association hereby agrees to ratify the Contract for 1973/74-1974/75 in accordance with the constitution and by-laws of the Association as revised in the spring of 1972.

The Association further agrees to notify the Board of any proposed changes to its constitution and by-laws prior to adoption.

Yours truly,



Ruth Armstrong, President
Florham Park Education Association

RA:cp

cc: Mr. William G. Hartzell - Board President
John Harper, Esquire - Board Counsel
Mrs. Gladys Eddy - Board Negotiating Team
Mr. William A. Bulmer - NJEA UniServ Field Representative
Mr. Lee O'Connor - FPEA Negotiating Team

FLORHAM PARK EDUCATION ASSOCIATION
RIDGEDALE SCHOOL
FLORHAM PARK, NEW JERSEY 07932

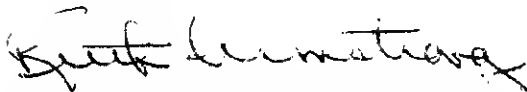
September 20, 1973

Mr. John O'Hara
Florham Park Board of Education
5 Lloyd Avenue
Florham Park, New Jersey 07932

Dear Mr. O'Hara:

The Florham Park Education Association agrees to confine the posting of notices, announcements, and other material pertaining to the activities and events of interest to the Association to the bulletin boards located in the faculty rooms at the Briarwood, Brooklake and Ridgedale Schools. With the permission of the building principal, the Association may use bulletin board space located elsewhere in the school buildings.

Yours truly,



Ruth Armstrong, President
Florham Park Education Association

RA:cp

cc: Mr. William G. Hartzell - Board President
John Harper, Esquire - Board Counsel
Mrs. Gladys Eddy - Board Negotiating Team
Mr. William A. Bulmer - NJEA UniServ Field Representative
Mr. Lee O'Connor - FPEA Negotiating Team

FLORHAM PARK PUBLIC SCHOOLS
Florham Park, New Jersey

Schedule C
TEACHERS' CALENDAR
1973-74

			<u>Number of Days Pupils</u>
September	4 5	All professional staff - A. M. Schools open	18
October	8 22	Columbus Day - Schools closed Veterans' Day - Schools closed	21
November	15 and 16 21 22 and 23	Professional Improvement Days* - Schools closed Schools close at 1:00 p. m. - Thanksgiving Recess Thanksgiving Recess - Schools closed	18
December	21 21 - 31	Schools close at 1:00 p. m. - Early Winter Recess Early Winter Recess - Schools closed	15
January	1 2	New Year's Day - Schools closed Schools reopen from Early Winter Recess	22
February	18 - 22	Mid-winter Recess - Schools closed	15
March			21
April	11 12 15 - 19	Schools close 1:00 p. m. Good Friday - Schools closed Spring Recess - Schools closed	16
May	27	Memorial Day - Schools closed	22
June	21 21 24**	Schools close at 1:00 p. m. - Children Teachers' check out begins at 1:00 p. m.	15
Total Days			183

*Teachers unable to attend the NJEA Convention shall participate in other professional activities as approved by the principal and/or Superintendent of Schools. Guidelines for professional activities shall be determined by the District Council Committee.

**Every effort shall be made to have teachers checked out on June 21. Teachers not satisfactorily checked out on the 21st, shall be required to return on June 24th to complete obligations.

The Superintendent of Schools is authorized to close schools for inclement weather or other emergencies. Any snow days or other emergencies causing schools to be closed more than three days will be made up on April 18 and 19.

FLORHAM PARK PUBLIC SCHOOLS
Florham Park, New Jersey

Schedule C
TEACHERS' CALENDAR
1974-1975

			Number of Days Pupils
September	3 4	All Professional Staff - A.M. Schools open	19
October	14 28	Columbus Day - Schools closed Veterans's Day - Schools closed	21
November	7 & 8 27 28 & 29	Professional Improvement Days * - Schools Closed Schools close at 1:00 P.M.-Thanksgiving Recess Thanksgiving Recess-Schools Closed	17
December	23 24 - 31	Schools closed at 1:00 P.M. Early Winter Recess - Schools closed	16
January	1 2	New Year's Day - Schools closed Schools reopen from Early Winter Recess	22
February	17 - 21	Mid-Winter Recess - Schools closed	15
March	27 28	Schools close at 1:00 P.M. Good Friday - Schools closed	20
April	21 - 25	Spring Recess - Schools closed	17
May	26	Memorial Day - Schools closed	21
June	20 20 23**	Schools close at 1:00 P.M. - Children Teachers check out begin at 1:00 P.M.	15
Total Pupil Days			183

* Teachers unable to attend the NJEA Convention shall participate in other professional activities as approved by the principal and/or Superintendent of Schools. Guidelines for professional activities shall be determined by the District Council Committee.

** Every effort shall be made to have teachers checked out on June 20th. Teachers not satisfactorily checked out on the 20th shall be required to return on June 23rd to complete obligations.

The Superintendent of Schools is authorized to close schools for inclement weather or other emergencies. Any snow days or other emergencies causing schools to be closed more than three days will be made up on April 24th and 25th.